



STATE OF CONNECTICUT
JUDICIAL BRANCH

EXTERNAL AFFAIRS DIVISION

231 Capitol Avenue
Hartford, Connecticut 06106
(860) 757-2270 Fax (860) 757-2215

Testimony of Stephen N. Ment
Labor and Public Employees Committee
Public Hearing
March 5, 2015

House Bill 6875, An Act Concerning Criminal Records and
Employment Applications

Thank you for the opportunity to submit written testimony on behalf of the Judicial Branch regarding House Bill 6875, *An Act Concerning Criminal Records and Employment Applications*. This bill would prevent an employer from requiring an employee or a prospective employee to disclose an arrest, charge or conviction of a non-violent misdemeanor that occurred in the past five years. The bill would also prevent an employer from denying employment or discharging an employee based solely on such a misdemeanor. The Judicial Branch is concerned with certain provisions of this bill.

While C.G.S. § 46a-79 generally sets forth the state's policy of encouraging employers to consider those with a criminal record for employment, C.G.S. § 46a-81 sets forth an exception to this policy for law enforcement agencies. This exception is not mandatory; law enforcement agencies may choose to abide by the state's policy. We would respectfully suggest that amending this bill to provide a similar exception would strike an appropriate balance so that law enforcement agencies are free to abide by the bill's general principle, while also maintaining the discretion to more thoroughly screen applicants for sensitive positions if necessary.

Thank you for the opportunity to submit written testimony.